

[91-33/123(5):2]

Affirmative Action Report

1980-81

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AFFIRMATIVE ACTION REPORT

1980-1981

The strategies planned to meet the M.Y.P. 1980 objectives were not all completed as they proved to be too unrealistic. Circumstances related to the severe budget reductions in Health Services required an unplanned amount of my time.

Thanks to those who contributed to the successes which were achieved: Personnel, Research and Planning for statistical data, also the women students and staff at St. James who spent long hours in the creation of and on-going support to "Women Involved in Today", (WIIT).

A special thanks to Mary Bruno, Secondary School Liaison Officer and assistant to the Women's Advisor. Without her constant help, there would have been much less to report.

My resignation is effective March 31, 1981 and a replacement as Women's Advisor has not yet been identified. I am recommending that the '81-'82 objectives include what was not accomplished in the '80-'81 efforts. A successor would be free to make changes depending on how she will function within her mandate.

Women Staff

The overall number of women in management appears to continue to decrease. Our one woman Dean retired and the Director of Health Service has resigned. Neither will be replaced.

According to the Director of Personnel, the number of women applicants responding to internal position postings, even in traditional areas, is decreasing. Statistics related to male/female applicants are no longer collected by the Personnel Department.

Two women were appointed as members at large on two College committees - a faculty member to the President's Advisory Council and a support staff member to the Admin. Advisory Council.

Continuing Education has made available several courses and programs specifically for women. Unfortunately, only two, Assertiveness Training and Money Management were successful.

Internal position bulletins continue to include "Open to both men and women currently on G.B.C. full-time staff". All Selections Committees include at least one woman. The Director of Personnel and Personnel Officers, Support and Faculty are all women.

Affirmative Action Report

"Women Involved in Today" - A group of women staff and students at St. James campus, as a result of expending their time and effort, now have a furnished office, "Women's Space". A part-time secretary to WIIT was employed in January 1981. Their attached report indicates their activities in spite of many adversities. Future plans include expansion to the other Campuses and even to the Community.

Women Students

Comparison of student enrolments show almost no increase of women in the trade areas. Printing, Fitness Instructor and Furniture Production and Design programs do indicate some increase.

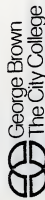
Budget restraints and space problems related to classroom activities preclude improvements in facilities for female and male students.

A woman student in Welding consulted with the Women's Advisor about the hazards of wearing protective clothing which was too large. As a result, the Department is purchasing a new type which is lighter in weight and will be available in small, medium and large sizes.

College publications are constantly monitored to prevent any sex discriminatory content appearing.

Muriel H. Davidson, Reg. N., B. Sc.N. B.A.
Director of Health Services
Womens' Advisor.

March 25, 1981.



MULTI-YEAR PLAN 1980

Affirmative Action Plan

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| Affirmative Action Objective | To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology. | MEASUREMENT CRITERIA | | RESULTS |
|------------------------------|---|--|--|---|
| | | Results Oriented Specific Objective | (a) To prepare and distribute report on present status of women at G.B.C. (b) To make women aware of Affirmative Action/Equal Opportunity at G.B.C. | |
| STRATEGY /ACTIVITY | | | | |
| 1. | President's Office and Board of Governors provide visible support to Affirmative Action/Equal Opportunity through such means as GBC COMMENTS, MOSAIC, and Staff Meetings. | At least three articles and one Staff Meeting by March 31, 1981. | | "G.B. Comments", #41, December 5, 1980 |
| 2. | (a) Collect data specific to each female/male on G.B.C. staff; salary, education, years of employment. | Report on present status of women be completed and presented to the President no later than March, 1981. | | Basic report completed. |
| | (b) Analyze data for comparison and identification of specific areas of unequal opportunity and discrimination. | Report on present status of women. | | Deferred |
| | (c) Collect data related to positions posted -- applicants, interviews and successful candidates by female/male. | Report on present status of women. | | No longer tabulated in this way by Personnel. |
| | (d) Ensure that all position bulletins continue to state: "This position is open to both men and women". | On-going practice. | | On-going practice |



MULTI-YEAR PLAN 1980

Affirmative Action Plan

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| Affirmative Action Objective | To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology. | <div> <div>1</div> <div>Results Oriented Specific Objective</div> </div> <div> <div>(a)</div> <div>To prepare and distribute report on present status of women at G.B.C.</div> </div> <div> <div>(b)</div> <div>To make women aware of Affirmative Action/Equal Opportunity at G.B.C.</div> </div> | <div>STRATEGY /ACTIVITY</div> <div>MEASUREMENT CRITERIA</div> <div>RESULTS</div> |
|---|--|--|--|
| 3. Collect and analyze use of staff development funds by sex, division/department and category of staff. | Evidence that interested women on staff have equal access to staff development funds. | | Not monitored at present time. |
| 4. Provide financial support to Women's Adviser for her activities, including the developing of St. James Campus Women's Committee with a view to increasing the Committee's sphere of influence to the other Campuses and perhaps the community. | St. James Women's Committee active and expanding to other campuses (and perhaps the community). | | Budget of \$10,000 provided. Committee very active although only at St. James Campus |
| 5. All selection committees include women knowledgeable in affirmative action. | All selection committee membership meets with this criteria. | | Director of Personnel, Personnel Officers, support and faculty all women. |
| 6. Continue to publish stories about successful G.B.C. women in College publications. | On-going practice. | | On-going practice. |
| 7. Each Division/Department appoint a person to liaise with the Women's Adviser to ensure that their Department/Division meets College Affirmative Action/Equal Opportunity Objectives. | Divisional/Departmental representatives appointed and liaison with Women's Adviser established. | | Deferred for future consideration. |

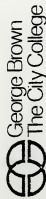


MULTI-YEAR PLAN 1980

Affirmative Action Plan

PAGE NO. _____

| Affirmative Action Objective | 1 To raise and diversify the occupational distribution of women employed in the Colleges of Applied Arts and Technology. | Results Oriented Specific Objective | (a) To prepare and distribute report on present status of women at G.B.C. (b) To make women aware of Affirmative Action/Equal Opportunity at G.B.C. |
|---|--|--|--|
| STRATEGY /ACTIVITY | MEASUREMENT CRITERIA | RESULTS | |
| 8. Present Women's Adviser and Assistant will continue their "add-on" duties in Affirmative Action/Equal Opportunity until the request for a full-time coordinator can be realistically realized. | Women's Adviser and Assistant have acted as resource persons to at least one women's meeting on each campus. | Add-on positions continued since full-time co-ordinator not appointed. | |



MULTI-YEAR PLAN 1980

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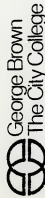
| Affirmative Action Objective | 2 To diversify female student enrolment. | Results Oriented Specific Objective | (a) Prepare a report on present status of women students. (b) To increase enrolment of women, particularly in non-traditional programs. |
|--|--|---|--|
| STRATEGY /ACTIVITY | MEASUREMENT CRITERIA | RESULTS | |
| 1. Collect and analyze data and prepare report on current status of women students in the College. | Report completed and presented to the President by March 31, 1981. | Report prepared but not analyzed | -7- |
| 2. Secondary School Liaison activities in elementary, secondary and private schools to emphasize that all programs are open to both men and women. | Established practice. | From Sept. to Dec. 1960, 102 visits were made to schools compared with 72 during same period last year. | |
| 3. Campus tours for potential students, school counsellor and members of the community to stress the acceptance of women in all programs of the College. | Established practice. | Visits to College increased from 678 to 798 during the above period. | |
| 4. Support be provided for the development of women's courses as recognized electives. | Number of women's courses being offered. | Electives offered in Diploma Nursing & post-secondary Business programs. | |
| 5. Examine the need for improved washrooms, showers, change rooms, etc. for women -- especially in skill trade areas. | Information to be included in report to the President. | Very minimal increase in women in trade areas so deferred. | |

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| <p>Affirmative Action Objective</p> <p>2 To diversify female student enrolment.</p> | <p>Results Oriented Specific Objective</p> <p>(a) Prepare a report on present status of women students.</p> <p>(b) To increase enrolment of women, particularly in non-traditional programs.</p> | <p>MEASUREMENT CRITERIA</p> | <p>RESULTS</p> |
|---|---|--|---|
| <p>6. Women's Adviser and Assistant to maintain support to women students, potential students and Women's Campus interest groups as a means to decrease drop-outs and maintain enrolment.</p> | | <p>Statistical data related to action taken.</p> | <p>Support maintained but no mechanism established to evaluate effect on enrolment.</p> |
| <p>7. Women's Adviser and Assistant to be available to meet with women students on any matter of concern to them, including complaints of discrimination.</p> | <p>Record of meetings and action taken.</p> | | <p>One meeting regarding protective clothing.</p> |
| <p>8. All College publications to be monitored to exclude sex bias.</p> | <p>Established practice.</p> | | <p>On-going practice.</p> |



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| Affirmative Action Objective | 3 Ensure that programs reflect the female experience and meet the changing, expanding roles of women. | Results Oriented Specific Objective | Identify two Divisions to analyze programs/courses in relation to Objective #3. |
|--|--|---|---|
| STRATEGY /ACTIVITY | MEASUREMENT CRITERIA | RESULTS | |
| 1. Selection of two Divisions. | The identification and agreement of two Divisions. | Entire objective deferred for future consideration due to lack of time and personnel. | |
| 2. Women's Adviser and Assistant to meet with Deans from selected Divisions to develop action plan. | Plan developed. | | |
| 3. Deans in two Divisions be responsible for reviewing outlines of courses, classroom teaching and terminologies for sex bias. | Report their actions to President. | | |
| 4. Women's Adviser and Assistant to meet with women students at least once a semester to discuss concerns related to their courses/programs. | Statistical data related to these meetings tabulated. | | |
| 5. Women's Adviser and Assistant to liaise with staff in two Divisions on an on-going basis to become aware of their concerns. | Statistical data related to these meetings tabulated. | | |
| 6. Distribution of "Sex-Bias" sheet to all Divisions/Departments in the College, at appropriate time. | Information distributed. | | |

"STAFF DISTRIBUTION TABLES"

GEORGE BROWN COLLEGE

FULL TIME FACULTY* BY DIVISION

| DIVISION | 1979 | | % female in Div. | 1980 | | % female in Div. | Change in number of female faculty 1979 to 1980 | Change in % of female faculty/ total faculty/ within division 1979 to 1980 |
|----------------------|------|--------|---------------------|------|--------|---------------------|---|--|
| | Male | Female | | Male | Female | | | |
| Architectural Tech. | 75 | 0 | 0% | 76 | 0 | 0% | No change | No change |
| Business & Commerce | 30 | 42 | 58% | 30 | 43 | 59% | +1 | +1% |
| Community Services | 9 | 12 | 57% | 9 | 13 | 59% | +1 | +2% |
| Electro-Mechanical | 78 | 1 | 1% | 82 | 1 | 1% | No change | No change |
| English & Lib. Stud. | 52 | 75 | 59% | 56 | 85 | 60% | +10 | +1% |
| Fashion Tech. | 23 | 14 | 38% | 25 | 15 | 38% | +1 | No change |
| Graphic Arts | 27 | 2 | 7% | 28 | 2 | 7% | No change | No change |
| Health Sciences | 13 | 82 | 86% | 13 | 84 | 87% | +2 | +1% |
| Hospitality | 26 | 3 | 10% | 30 | 5 | 14% | +2 | +4% |
| Industrial Training | 12 | 0 | 0% | 10 | 0 | 0% | No change | No change |
| Maths. & Sciences | 53 | 9 | 15% | 52 | 11 | 17% | +2 | +2% |
| Non-Teaching Faculty | | | | | | | | |
| Counselling | 6 | 4 | 40% | 5 | 4 | 44% | No change | +4% |
| Hearing Impaired | 2 | 5 | 71% | 1 | 4 | 80% | -1 | +9% |
| Library | 1 | 0 | 0% | 1 | 3 | 75% | +3 | +75% |
| Special Assignment | 2 | 3 | 60% | 6 | 4 | 40% | +1 | -20% |
| TOTAL | 409 | 252 | 38% | 424 | 274 | 39% | +22 | + 1% |

SOURCE: OCIS STAFF SYSTEM: Flextab Report Set 0948 - Sept. 25, 1980; February 24, 1981

NOTES: *Includes full-time teaching faculty and non-teaching full-time faculty, i.e. Faculty assigned to President's office, Librarians and Counsellors as shown in section "Non-Teaching Faculty".

GEORGE BROWN COLLEGE

SUMMARY OF MALE-FEMALE CO-ORDINATORS

| | <u>Male</u> | <u>Female</u> |
|---|-------------|---------------|
| Fashion | 6 | 3 |
| Graphic Arts | 7 | 0 |
| Health Sciences & Community Services | 6 | 11 |
| Hospitality | 4 | 2 |
| Industrial Training | 1 | 1 |
| Math & Science | 7 | 0 |
| Architectural Technology | 13 | 0 |
| Business & Commerce | 4 | 6 |
| Electro-Mechanical | 15 | 0 |
| English and Liberal Studies | 6 | 1 |

GEORGE BROWN COLLEGE

SUMMARY OF MALE-FEMALE IN ADMINISTRATION

| <u>TITLE</u> | <u>MALE</u> | <u>FEMALE</u> |
|---|-------------|---------------|
| Board of Governors | 8 | 4 |
| President | 1 | 0 |
| Vice-Presidents | 3 | 0 |
| Deans | 9 | 0 |
| Assistant Deans | 0 | 1 |
| Senior Admin. (Director, Comptroller, etc.) | 7 | 4 |
| Chairmen | 30 | 6 |
| Principals | 3 | 0 |
| Managers | 17 | 2 |
| Admin. Supervisors | 4 | 3 |
| Analysts/Progr. | 12 | 1 |
| Officers | 4 | 11 |
| Health Counsellors | 0 | 10 |
| Buyer, Bursar | 8 | 0 |
| Accountants | 3 | 0 |
| Secretaries | 0 | 7 |
| Admin. Assistants | 2 | 2 |
| Research Assistant | 1 | 1 |
| | <hr/> | <hr/> |
| TOTAL | 116 | 52 |
| | <hr/> | <hr/> |

Source: College Staff Directory, Fall 1980

GEORGE BROWN COLLEGE

Comparison of Full-Time Support Staff by Sex
1979 and 1980

| Classification | 1979 | | 1980 | |
|----------------------------|------------|------------|--------------|--------------|
| | Male | Female | Male | Female |
| Clerk 2, General | 0 | 6 | 0 | 6 |
| Clerk 3, General | 4 | 56 | 6 | 49 |
| Clerk 4, General | 5 | 20 | 4 | 21 |
| Typist-Stenographer 2 | 0 | 6 | 0 | 13 |
| Typist-Stenographer 3 | 0 | 19 | 0 | 23 |
| Secretary 1 | 0 | 27 | 0 | 28 |
| Secretary 2 | 0 | 8 | 0 | 8 |
| Secretary 3 | 0 | 3 | 0 | 9 |
| Operator 2, Key punch | 0 | 3 | 0 | 3 |
| Operator 1, Switchboard | 0 | 1 | 0 | 1 |
| Operator 2, Switchboard | 0 | 4 | 0 | 4 |
| Operator 1, Offset | 1 | 0 | 1 | 0 |
| Operator 2, Offset | 4 | 0 | 4 | 0 |
| Operator 3, Offset | 0 | 0 | 1 | 0 |
| Computer Operator 2 | 3 | 1 | 3 | 1 |
| Technician 1 | 2 | 5 | 2 | 5 |
| Technician 2 | 17 | 18 | 20 | 19 |
| Technician 3 | 11 | 3 | 22 | 3 |
| Technologist 2 | 5 | 0 | 7 | 2 |
| Technologist 3 | 4 | 0 | 4 | 0 |
| Library Technician 1 | 2 | 11 | 5 | 10 |
| Library Technician 2 | 0 | 6 | 0 | 5 |
| Driver | 3 | 0 | 2 | 1 |
| Bus Driver | 3 | 0 | 2 | 0 |
| Stationary Eng., 4th Class | 2 | 0 | 3 | 0 |
| Caretaker 1 | 1 | 3 | 0 | 4 |
| Caretaker 2 | 3 | 0 | 1 | 0 |
| Caretaker 3 | 76 | 1 | 75 | 1 |
| Caretaker 4 | 20 | 0 | 21 | 0 |
| Clerk 1, Supply | 0 | 5 | 0 | 7 |
| Clerk 2, Supply | 14 | 2 | 13 | 1 |
| Clerk 3, Supply | 4 | 0 | 5 | 0 |
| Maintenance Handyman | 10 | 0 | 9 | 0 |
| Tradesman, Journeyman | 24 | 0 | 16 | 0 |
| Nursery School Assistant | 0 | 4 | 0 | 5 |
| Nursery School Leader | 0 | 1 | 0 | 0 |
| Development Officer | 1 | 6 | 4 | 5 |
| TOTAL | <u>219</u> | <u>219</u> | * <u>230</u> | * <u>236</u> |

SOURCE: OCIS STAFF SYSTEM - Flextab Report 0955: October 30, 1980
February 24, 1981

* Excludes 5 Staff who are not classified under OPSEW.

FULL TIME STAFF STATUS CHANGE

RETIREMENTS SEPT. 1979 - SEPT. 1980

| Affiliation | Male | Female | |
|----------------|------|--------|----|
| Administration | - | 1 | |
| Faculty | 1 | 3 | |
| Support | 5 | 1 | |
| Totals: | 6 | 5 | 11 |

TRANSFERS SEPT. 1979 - SEPT. 1980

| | Male | Female | |
|-----------------------------------|------|--------|---|
| from Administration to Faculty | 3 | - | |
| from Support to Administration | - | 2 | |
| from Administration to Support | - | 1 | |
| from Faculty to Administration | 2 | - | |
| from Support to Faculty | 1 | - | |
| Totals: | 6 | 3 | 9 |

Source: GBC Personnel Records

"SALARY RANGE ANALYSIS"

GEORGE BROWN COLLEGE

SALARY RANGES FOR FULL-TIME EMPLOYEES*

YEARS 1979-1980

| <u>SALARY RANGE</u> | <u>1979</u> | | | <u>1980</u> | | |
|---------------------|-------------|---------------|-------|--------------|---------------|--------|
| | <u>Male</u> | <u>Female</u> | | <u>Male</u> | <u>Female</u> | |
| \$ 5,000 - \$ 9,999 | 2 | 6 | (75%) | 0 | 3 | (100%) |
| \$10,000 - \$14,999 | 151 | 211 | (58%) | 146 | 207 | (59%) |
| \$15,000 - \$19,999 | 94 | 41 | (30%) | 89 | 75 | (46%) |
| \$20,000 - \$24,999 | 110 | 105 | (49%) | 116 | 85 | (42%) |
| \$25,000 - \$29,999 | 246 | 136 | (36%) | 260 | 152 | (37%) |
| over \$30,000 | 126 | 34 | (21%) | 139 | 41 | (23%) |
| TOTAL | <u>729</u> | <u>533</u> | | * <u>750</u> | * <u>563</u> | |

Source: OCIS STAFF SYSTEM, Flextab Report 0948, September 25, 1980
Flextab Report 0948, February 4, 1981

*Excludes inactive staff on L.T.D., sabbatical (without remuneration) or absence for other reasons without remuneration

Percentages show female composition by salary range.

GEORGE BROWN COLLEGE
SALARY RANGES OF FULL-TIME STAFF*
BY YEARS OF SERVICE

| EXPERIENCE BY SALARY RANGES | 1979 | | 1980 | |
|--------------------------------|-----------|----------------|-----------|----------------|
| | Male | Female | Male | Female |
| NO YEARS | | | | |
| less than \$9,999 | 1 | 1 | 0 | 3 |
| \$10,000 - \$14,999 | 5 | 17 | 10 | 20 |
| \$15,000 - \$19,999 | 10 | 10 | 9 | 10 |
| \$20,000 - \$24,999 | 20 | 4 | 11 | 2 |
| \$25,000 - \$29,999 | 4 | 2 | 6 | 1 |
| over \$30,000 | 1 | 0 | 4 | 0 |
| | — | — | — | — |
| TOTAL | <u>41</u> | <u>34</u> (3%) | <u>40</u> | <u>36</u> (3%) |

1 - 2 YEARS

| | | | | |
|---------------------|------------|-----------------|------------|-----------------|
| Less than \$9,999 | 1 | 5 | 0 | 0 |
| \$10,000 - \$14,999 | 36 | 69 | 22 | 66 |
| \$15,000 - \$19,999 | 18 | 10 | 24 | 31 |
| \$20,000 - \$24,999 | 40 | 15 | 50 | 14 |
| \$25,000 - \$29,999 | 15 | 2 | 18 | 4 |
| over \$30,000 | 4 | 1 | 6 | 1 |
| | — | — | — | — |
| TOTAL | <u>114</u> | <u>102</u> (8%) | <u>120</u> | <u>116</u> (8%) |

3 - 5 YEARS

| | | | | |
|---------------------|------------|------------------|------------|----------------|
| Less than \$9,999 | 0 | 0 | 0 | 0 |
| \$10,000 - \$14,999 | 34 | 48 | 39 | 50 |
| \$15,000 - \$19,999 | 25 | 8 | 12 | 7 |
| \$20,000 - \$24,999 | 33 | 54 | 27 | 31 |
| \$25,000 - \$29,999 | 41 | 15 | 23 | 8 |
| over \$30,000 | 6 | 2 | 11 | 1 |
| | — | — | — | — |
| TOTAL | <u>139</u> | <u>127</u> (10%) | <u>112</u> | <u>97</u> (7%) |

Salary Ranges by years of service

| EXPERIENCE BY SALARY RANGES | 1979 | | 1980 | |
|--------------------------------|-------|-----------|-------|-----------|
| | Male | Female | Male | Female |
| <hr/> | | | | |
| 6 - 10 YEARS | | | | |
| less than \$9,999 | 0 | 0 | 0 | 0 |
| \$10,000 - \$14,999 | 47 | 70 | 26 | 43 |
| \$15,000 - \$19,999 | 31 | 13 | 25 | 15 |
| \$20,000 - \$24,999 | 12 | 30 | 18 | 36 |
| \$25,000 - \$29,999 | 117 | 116 | 80 | 76 |
| over \$30,000 | 56 | 28 | 17 | 16 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| TOTAL | 263 | 257 (20%) | 166 | 186 (14%) |
| | ===== | ===== | ===== | ===== |

MORE THAN 10 YEARS

| | | | | |
|---------------------|-------|---------|-------|-----------|
| less than \$9,999 | 0 | 0 | 0 | 0 |
| \$10,000 - \$14,999 | 30 | 7 | 49 | 28 |
| \$15,000 - \$19,999 | 10 | 1 | 18 | 11 |
| \$20,000 - \$24,999 | 5 | 3 | 10 | 2 |
| \$25,000 - \$29,999 | 71 | 1 | 132 | 63 |
| over \$30,000 | 59 | 3 | 101 | 23 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| TOTAL | 175 | 15 (1%) | 310 | 127 (10%) |
| | ===== | ===== | ===== | ===== |

| | | | | | | | |
|-----------------|-----|-------|-----|--|------|-------|------|
| AGGREGATE TOTAL | 732 | <hr/> | 535 | | *748 | <hr/> | *562 |
| | | 1,267 | | | | 1310 | |

Excludes inactive staff on L.T.D., sabbatical (without remuneration) or absence for other reasons without remuneration.

Percentage shows % of Female Staff, by experience, to total Staff for that year.

SOURCE : OCIS STAFF SYSTEM - FlexTab Report 0998 - February 24, 1981
(salary information missing 3 records)

GEORGE BROWN COLLEGE

Salary Levels of Full-Time Faculty by Sex

| <u>SALARY RANGE</u> | <u>1979</u> | | <u>1980</u> | |
|---------------------|-------------|-----------------|-------------|-----------------|
| | <u>Male</u> | <u>Female</u> | <u>Male</u> | <u>Female</u> |
| \$ 5,000 - \$ 9,999 | 0 | 0 | 0 | 0 |
| \$10,000 - \$14,999 | 2 | 2 (50%) | 1 | 0 (0%) |
| \$15,000 - \$19,999 | 18 | 13 (58%) | 15 | 32 (68%) |
| \$20,000 - \$24,999 | 88 | 81 (48%) | 85 | 72 (49%) |
| \$25,000 - \$29,999 | 225 | 132 (37%) | 243 | 140 (37%) |
| over \$30,000 | <u>76</u> | <u>24</u> (24%) | <u>78</u> | <u>28</u> (26%) |
| TOTAL | 409 | 252 | * 422 | * 272 |

Total excludes 4 faculty on L.T.D. or Absent Without Remuneration

*Percentages show female composition by salary range.

SOURCE: OCIS STAFF SYSTEM - Flextab Report 0948 - Sept. 25, 1980
- February 24, 1981

GEORGE BROWN COLLEGE

Salary Earnings of Administrative Staff (Hay Rated)

| <u>Salary Range</u> | <u>1979</u> | | <u>1980</u> | | Percentage comp- osition of female within Salary Range | |
|---------------------|-------------|---------------|-------------|---------------|--|-------------|
| | <u>Male</u> | <u>Female</u> | <u>Male</u> | <u>Female</u> | <u>1979</u> | <u>1980</u> |
| \$ 5,000 - \$ 9,999 | 0 | 0 | 0 | 0 | - | - |
| \$10,000 - \$14,999 | 1 | 13 | 1 | 2 | 93% | 67% |
| \$15,000 - \$19,999 | 16 | 11 | 10 | 20 | 41% | 67% |
| \$20,000 - \$24,999 | 15 | 18 | 17 | 7 | 55% | 29% |
| \$25,000 - \$29,999 | 21 | 4 | 17 | 12 | 16% | 41% |
| over \$30,000 | <u>50</u> | <u>10</u> | <u>61</u> | <u>13</u> | 17% | 18% |
| TOTAL | <u>103</u> | <u>56</u> | <u>*106</u> | <u>*54</u> | | |

*Excludes inactive staff

SOURCE: OCIS STAFF SYSTEM: Flextab Report Set 0948 - September 25, 1980
February 24, 1981

GEORGE BROWN COLLEGE

FULL-TIME SUPPORT STAFF BY SALARY LEVELS

| <u>SALARY RANGE</u> | <u>1979</u> | | <u>1980</u> | | <u>Percentage composition of Female Within Salary Range</u> | |
|---------------------|-------------|---------------|-------------|---------------|---|-------------|
| | <u>Male</u> | <u>Female</u> | <u>Male</u> | <u>Female</u> | <u>1979</u> | <u>1980</u> |
| \$ 5,000 - \$ 9,999 | 2 | 6 | 0 | 3 | 75% | 100% |
| \$10,000 - \$14,999 | 149 | 198 | 144 | 206 | 57% | 59% |
| \$15,000 - \$19,999 | 59 | 16 | 63 | 22 | 21% | 26% |
| \$20,000 - \$24,999 | 7 | 6 | 14 | 6 | 46% | 30% |
| \$25,000 - \$29,999 | 0 | 0 | 0 | 0 | - | - |
| over \$30,000 | 0 | 0 | 0 | 0 | - | - |
| | <u>—</u> | <u>—</u> | <u>—</u> | <u>—</u> | | |
| TOTAL | <u>217</u> | <u>226</u> | <u>221*</u> | <u>237*</u> | | |

*Excludes 13 Inactive Staff

*Includes 5 Staff who do not have OPSEU classifications.

SOURCE: OCIS STAFF SYSTEM: Flextab Report 0948 September 25, 1980
February 24, 1981

WOMEN INVOLVED IN TODAY
St. James Campus

Review of Operations for the year 1980-81

Seminars (Noon Hour)

| | |
|--------------|---|
| April 1980 | Sexual Harassment - Marilyn Reinwold |
| May | The Job Interview - W.I.I.T. members |
| May | Visible Woman - Film presentation - W.I.I.T. members |
| June | 51% - Film - W.I.I.T. members |
| June | The Tale of 'O' - Film - W.I.I.T. members |
| June | Body Language - Karen O'Kain |
| June | Women in Management - Film - W.I.I.T. members |
| July | Women: Survival in the City - P.C. D. Edney, Metro Police |
| October | Sexual Harassment - Marilyn Reinwold |
| November | No time like now - Film - W.I.I.T. members |
| December | Rape - Dolores Beck, Toronto Rape Crisis Centre |
| January 1981 | Assertiveness Training - Shirley Davy |
| January | Tale of 'O' - Film - W.I.I.T. members |
| February | Women and the Law - Maureen Ditzkowsky |
| February | * Women's Health - Marilyn Reinwold |
| March | Networking - Elaine Burns |

The seminars are run twice each day during a two-hour period in Room 185. On the average, the first session attracts about 100 students and the second 50 to 60 students. Exact statistics are on file.

* Joint with St. James Student Council.

Courses (after 4 p.m.)

| | | |
|--------------|--------|----------------------------|
| June 1980 | Wen-do | (2 course for 40 students) |
| November | Wen-do | (1 course for 20 students) |
| January 1981 | Wen-do | (1 course for 20 students) |
| January | Yoga | (1 course for 24 students) |

The Wen-do sessions always have waiting lists and are very popular. Yoga has met with high interest - also waiting lists.

Newsletter

W.I.I.T. promoted a competition for a newsletter cover design. This was won by a Graphic Arts evening student. We have put out several newsletters giving information on what has happened and what events will occur. We anticipate a regular newsletter being circulated throughout the college.

Outside Liaison

As we have been getting better known several groups from outside the college have contacted us with enquiries on what we are doing, requests for assistance/advice in setting up women's groups, and requests for assistance in promotion of other women's groups. Since Renée joined us she has used her wealth of contacts to expand this further.

Internal Liaison

We have established a good rapport with St. James Student Council. Interest has been shown by other campuses and we hope, in time, to expand to other campuses, i.e. help them set up women's groups.

Library

We have purchased about seventy paper backs covering all aspects of women's concerns and have also taken out subscriptions to topical magazines.

We are setting up a resource library and referral material to help us help students with problems more efficiently.

Through our contacts we are receiving free resource material, e.g. from government bodies, O.P.S.E.U., and other women's resource groups.

Student Involvement

Though many of our students cannot give a great deal of their time they do become actively involved in assisting in seminar preparation and presentation, writing for the newsletter and Cygnus, staffing the office, and attending business meetings.

We are planning smaller group sessions during which we hope to attract a larger number of "working" members from the student body.

Staff Involvement

We have a dedicated core of staff members who give of their "spare" time to organize and participate in W.I.I.T. planning and development. Since Renée Kok has joined us we have found that we are able to centralize our efforts very efficiently.

Operation Butterfly

Two of our staff members, C. Ratelle and E. Wilson, will be attending the controversial conference in Ottawa protesting the treatment of the Women's Advisory Council vis-a-vis the political treatment of Doris Anderson et al.

The Future

We are planning to continue our successful noon-hour seminars. Courses such as Wen-do and Assertiveness Training are in high demand. These we will continue.

We shall repeat our course on Public Speaking as it ties in well with Assertiveness Training and gives potential women leaders the confidence to stand up and be heard and to think on their feet.

Other areas which we are currently exploring are: legal issues relating to women; Money management (How to survive on a lower income and how to manage a potentially larger income); Insurance for women, specifically who, what, and how much should be covered; Marriage, divorce and separation; and Career oriented women.

WOMEN INVOLVED IN TODAY Statement of Expenses

for the budget period April 1, 1980 to March 31, 1981

| Account | Budget Provision | Expenses Incurred | Balance 31/3/81 |
|----------------------------------|---------------------|----------------------|--------------------|
| 271 Salaries | \$ 2,200.00 | \$ 1,795.68 f) | \$ 404.32 |
| 603 Books/Newspapers | 500.00 | 500.00 b) | - |
| 607 Furniture & Equipment | a) 3,000.00 | 2,720.97 c) | 279.03 |
| 617 Maintenance - Furn. & Equip. | 100.00 | - | 100.00 |
| 630 Office & Operating Expenses | a) 1,000.00 | 180.35 d) | 819.65 |
| 632 Outside Services | 2,800.00 | 2,669.40 e) | 130.60 |
| 634 Professional Development | 200.00 | - | 200.00 |
| 638 Travel | 200.00 | 200.00 g) | - |
| | <u>\$ 10,000.00</u> | <u>\$ 8,066.40</u> | <u>\$ 1,933.60</u> |
| | ===== | ===== | ===== |

- a) \$ 2,000 reallocated from Account 630.
- b) Approximately \$ 70 order pending.
- c) Approximately \$ 2,000 order pending.
- d) Excludes interdepartmental charges for printing. Includes \$ 60 competition prize.
- e) Approximately \$ 1,355 contracted for and to be paid.
- f) Salaries expenses for R. Kok to March 31, 1981 estimated at \$ 6/hr.
- g) Travel expenses for C. Ratelle and E. Wilson to "Operation Butterfly", February 14, 1981, to be paid.

STUDENT DISTRIBUTION TABLES
FOR THE STUDENT T-DISTRIBUTION
WITH ν DEGREES OF FREEDOM
1965 EDITION

| Area under curve between $-t$ and $+t$ | t | | t | | Area under curve to the right of $+t$ |
|---|--------|--------|--------|--------|--|
| | 0.00 | 0.05 | 0.10 | 0.15 | |
| "STUDENT DISTRIBUTION TABLES" | | | | | |
| 0.10 | 1.286 | 1.299 | 1.311 | 1.323 | 0.1000 |
| 0.20 | 1.054 | 1.067 | 1.079 | 1.091 | 0.2000 |
| 0.25 | 0.848 | 0.861 | 0.873 | 0.885 | 0.2500 |
| 0.50 | 0.000 | 0.000 | 0.000 | 0.000 | 0.5000 |
| 0.75 | -0.674 | -0.658 | -0.645 | -0.633 | 0.7500 |
| 0.90 | -1.286 | -1.299 | -1.311 | -1.323 | 0.9000 |

These tables give the area under the standard normal distribution curve between $-t$ and $+t$ for t values ranging from 1.286 to 1.323. The area to the right of $+t$ is also given.

The area under the curve to the right of $+t$ is given in the second column. The area to the left of $-t$ is given in the third column.

The area under the curve to the right of $+t$ is given in the fourth column. The area to the left of $-t$ is given in the fifth column. The area to the right of $+t$ is given in the sixth column. The area to the left of $-t$ is given in the seventh column. The area to the right of $+t$ is given in the eighth column. The area to the left of $-t$ is given in the ninth column. The area to the right of $+t$ is given in the tenth column. The area to the left of $-t$ is given in the eleventh column. The area to the right of $+t$ is given in the twelfth column. The area to the left of $-t$ is given in the thirteenth column. The area to the right of $+t$ is given in the fourteenth column. The area to the left of $-t$ is given in the fifteenth column. The area to the right of $+t$ is given in the sixteenth column. The area to the left of $-t$ is given in the seventeenth column. The area to the right of $+t$ is given in the eighteenth column. The area to the left of $-t$ is given in the nineteenth column. The area to the right of $+t$ is given in the twentieth column. The area to the left of $-t$ is given in the twenty-first column. The area to the right of $+t$ is given in the twenty-second column. The area to the left of $-t$ is given in the twenty-third column. The area to the right of $+t$ is given in the twenty-fourth column. The area to the left of $-t$ is given in the twenty-fifth column. The area to the right of $+t$ is given in the twenty-sixth column. The area to the left of $-t$ is given in the twenty-seventh column. The area to the right of $+t$ is given in the twenty-eighth column. The area to the left of $-t$ is given in the twenty-ninth column. The area to the right of $+t$ is given in the thirtieth column. The area to the left of $-t$ is given in the thirty-first column. The area to the right of $+t$ is given in the thirty-second column. The area to the left of $-t$ is given in the thirty-third column. The area to the right of $+t$ is given in the thirty-fourth column. The area to the left of $-t$ is given in the thirty-fifth column. The area to the right of $+t$ is given in the thirty-sixth column. The area to the left of $-t$ is given in the thirty-seventh column. The area to the right of $+t$ is given in the thirty-eighth column. The area to the left of $-t$ is given in the thirty-ninth column. The area to the right of $+t$ is given in the fortieth column. The area to the left of $-t$ is given in the forty-first column. The area to the right of $+t$ is given in the forty-second column. The area to the left of $-t$ is given in the forty-third column. The area to the right of $+t$ is given in the forty-fourth column. The area to the left of $-t$ is given in the forty-fifth column. The area to the right of $+t$ is given in the forty-sixth column. The area to the left of $-t$ is given in the forty-seventh column. The area to the right of $+t$ is given in the forty-eighth column. The area to the left of $-t$ is given in the forty-ninth column. The area to the right of $+t$ is given in the fiftieth column. The area to the left of $-t$ is given in the fifty-first column. The area to the right of $+t$ is given in the fifty-second column. The area to the left of $-t$ is given in the fifty-third column. The area to the right of $+t$ is given in the fifty-fourth column. The area to the left of $-t$ is given in the fifty-fifth column. The area to the right of $+t$ is given in the fifty-sixth column. The area to the left of $-t$ is given in the fifty-seventh column. The area to the right of $+t$ is given in the fifty-eighth column. The area to the left of $-t$ is given in the fifty-ninth column. The area to the right of $+t$ is given in the sixtieth column. The area to the left of $-t$ is given in the sixty-first column. The area to the right of $+t$ is given in the sixty-second column. The area to the left of $-t$ is given in the sixty-third column. The area to the right of $+t$ is given in the sixty-fourth column. The area to the left of $-t$ is given in the sixty-fifth column. The area to the right of $+t$ is given in the sixty-sixth column. The area to the left of $-t$ is given in the sixty-seventh column. The area to the right of $+t$ is given in the sixty-eighth column. The area to the left of $-t$ is given in the sixty-ninth column. The area to the right of $+t$ is given in the seventieth column. The area to the left of $-t$ is given in the seventy-first column. The area to the right of $+t$ is given in the seventy-second column. The area to the left of $-t$ is given in the seventy-third column. The area to the right of $+t$ is given in the seventy-fourth column. The area to the left of $-t$ is given in the seventy-fifth column. The area to the right of $+t$ is given in the seventy-sixth column. The area to the left of $-t$ is given in the seventy-seventh column. The area to the right of $+t$ is given in the seventy-eighth column. The area to the left of $-t$ is given in the seventy-ninth column. The area to the right of $+t$ is given in the eightieth column. The area to the left of $-t$ is given in the eighty-first column. The area to the right of $+t$ is given in the eighty-second column. The area to the left of $-t$ is given in the eighty-third column. The area to the right of $+t$ is given in the eighty-fourth column. The area to the left of $-t$ is given in the eighty-fifth column. The area to the right of $+t$ is given in the eighty-sixth column. The area to the left of $-t$ is given in the eighty-seventh column. The area to the right of $+t$ is given in the eighty-eighth column. The area to the left of $-t$ is given in the eighty-ninth column. The area to the right of $+t$ is given in the ninetieth column. The area to the left of $-t$ is given in the ninety-first column. The area to the right of $+t$ is given in the ninety-second column. The area to the left of $-t$ is given in the ninety-third column. The area to the right of $+t$ is given in the ninety-fourth column. The area to the left of $-t$ is given in the ninety-fifth column. The area to the right of $+t$ is given in the ninety-sixth column. The area to the left of $-t$ is given in the ninety-seventh column. The area to the right of $+t$ is given in the ninety-eighth column. The area to the left of $-t$ is given in the ninety-ninth column. The area to the right of $+t$ is given in the one hundredth column.

GEORGE BROWN COLLEGE
ENROLMENT BY STUDENT TYPE
AND SEX

NOVEMBER 1980*

| STUDENT TYPE | SEX | | | | TOTAL |
|-----------------------|--------|---------|--------|---------|-------|
| | MALE | | FEMALE | | |
| | Actual | Percent | Actual | Percent | |
| Post-Secondary (2) | 1,871 | 47.6% | 2,062 | 52.4% | 3,933 |
| Non-Post-secondary(1) | 79 | 38.5% | 126 | 61.5% | 205 |
| Adult Training(1) | 1,989 | 55.7% | 1,581 | 44.3% | 3,570 |
| Apprenticeship(1) | 798 | 93.3% | 57 | 6.7% | 855 |
| TOTAL | 4,737 | 55.3% | 3,826 | 44.7% | 8,563 |

- SOURCE: 1. Special request to Computer Systems for analysis of Student Current Registration file and selected records from History Tape for November, December 1980 and January 1981.
2. OCIS Student System Report ST40, set 8827, Full-Time Post-Sec. Enrolment by Enrolment Qualifications and Sex by College and Division.

*NOTE: Data is representative of student enrolment during the month of November for Non-Post-secondary, Adult Training and Apprenticeship, i.e. the figures give an indication of students enrolled during the month. A finer breakdown was not possible. For Post-secondary, data is reflective of the number of students on the New Student Records System data base on November 21, 1980. The Post-secondary data is based upon the Ministry of Colleges and Universities OCIS Student System.

GEORGE BROWN COLLEGE

POST-SECONDARY PROGRAM SURVEY

COMPARISON-MEN-WOMEN - 1976 TO 1980

COMMUNITY SERVICES

| | NOV. 76 | | NOV.77 | | SEPT.78 | | SEPT.79 | | NOV.80 | |
|----------------------|---------|-----|--------|-----|---------|-----|---------|-----|--------|-----|
| | M | F | M | F | M | F | M | F | M | F |
| Child Care Worker | 20 | 69 | 14 | 73 | 15 | 63 | 18 | 76 | 16 | 90 |
| Addiction Counsellor | 6 | 13 | 10 | 14 | 11 | 8 | 4 | 28 | 3 | 25 |
| Early Childhood Ed. | 1 | 97 | 4 | 112 | 3 | 107 | 2 | 98 | 1 | 119 |
| Community Worker | 0 | 14 | 10 | 12 | 2 | 10 | 6 | 14 | 7 | 13 |
| TOTAL | 27 | 193 | 38 | 211 | 31 | 188 | 30 | 216 | 27 | 247 |

% of Women in Division

87.80% 90.15%

HOSPITALITY

| | M | F | M | F | M | F | M | F | M | F |
|----------------------|----|----|----|----|-----|----|-----|-----|-----|-----|
| Culinary Management | - | - | 17 | 8 | 37 | 23 | 63 | 40 | 80 | 73 |
| Food & Beverage Man. | 2 | 5 | 10 | 15 | 19 | 22 | 19 | 26 | 33 | 29 |
| Hotel Management | 33 | 25 | 31 | 18 | 44 | 38 | 38 | 46 | 64 | 55 |
| TOTAL | 35 | 30 | 58 | 41 | 100 | 83 | 120 | 112 | 177 | 157 |

% of Women in Division

48.28% 47.01%

ARCHITECTURAL

| | M | F | M | F | M | F | M | F | M | F |
|----------------------------------|-----|----|-----|----|-----|----|-----|----|-----|----|
| Air Conditioning | 48 | 0 | 52 | 2 | 58 | 1 | 57 | 0 | 53 | 1 |
| Survey Technician | 22 | 0 | 15 | 0 | 10 | 2 | 14 | 2 | 13 | 1 |
| Construction Tech. | 37 | 0 | 40 | 0 | 43 | 0 | 38 | 0 | 39 | 2 |
| Draft. Tech.-Arch. | 76 | 18 | 82 | 20 | 78 | 18 | 80 | 17 | 90 | 16 |
| Draft. Tech.-General | 3 | 0 | 15 | 3 | 17 | 4 | 23 | 5 | 26 | 6 |
| Civil Eng. Technician | 49 | 1 | 39 | 3 | 42 | 0 | 45 | 2 | 42 | 1 |
| Survey Technologist | 5 | 0 | 5 | 0 | 11 | 0 | 7 | 2 | 13 | 1 |
| Tool & Die Design Tech. | 14 | 0 | 16 | 0 | 17 | 0 | 38 | 1 | 49 | 3 |
| Piano Technician | - | - | 5 | 8 | 14 | 11 | 9 | 4 | 17 | 4 |
| Mechanical Drafting Design Tech. | 22 | 0 | - | - | 23 | 2 | 36 | 6 | 40 | 4 |
| TOTAL | 276 | 19 | 269 | 36 | 313 | 38 | 347 | 39 | 382 | 39 |

% of Women in Divisions

10.1% 9.26%

POST-SECONDARY PROGRAM SURVEY (CONTINUED)

ELECTRO-MECHANICAL

Design Technician Electrical
Electrical Technician
Electrical Technologist
Electronic Technician
Electronic Technologist
Acoustics Technician
Toolmaking Technician
Welding Specialist
Industrial Instrumentation
Tech.
Industrial Instrumentation
Technologist

TOTAL

% of Women in Division

HEALTH SCIENCE

Dental Technology
Denture Therapist
Orthotics-Prosthetics
Technician
Clinical Methods in Ortho-Pros.
Dental Assistant
Dental Hygienist
Dental Hygienist (Expanded
Duty)
Fitness
Nursing

TOTAL

% of Women in Division

ENGLISH & LIBERAL STUDIES

Theatre Arts
Dance Training

TOTAL

% of Women in Division

| NOV. 76 | | NOV. 77 | | SEPT. 78 | | SEPT. 79 | | NOV. 80 | |
|---------|-----|---------|-----|----------|-----|----------|--------|---------|-----|
| M | F | M | F | M | F | M | F | M | F |
| 6 | 1 | 5 | 1 | 6 | 1 | 14 | 1 | 16 | 1 |
| 31 | 0 | 48 | 1 | 53 | 0 | 42 | 0 | 55 | 0 |
| 28 | 0 | 7 | 0 | 31 | 1 | 40 | 0 | 29 | 1 |
| 78 | 0 | 67 | 0 | 77 | 0 | 81 | 1 | 97 | 1 |
| 32 | 0 | 42 | 0 | 59 | 0 | 47 | 0 | 48 | 0 |
| 16 | 1 | 19 | 1 | 22 | 0 | 23 | 2 | 27 | 2 |
| 27 | 0 | 30 | 1 | 34 | 0 | 51 | 0 | 80 | 0 |
| 15 | 0 | 20 | 0 | 19 | 0 | 18 | 0 | 18 | 0 |
| 9 | 0 | 19 | 1 | 20 | 1 | 33 | 1 | 46 | 0 |
| 4 | 0 | 11 | 0 | 13 | 0 | 16 | 2 | 9 | 1 |
| 246 | 2 | 268 | 5 | 334 | 3 | 365 | 7 | 425 | 6 |
| | | | | | | 1.88% | 1.39% | | |
| 35 | 11 | 37 | 10 | 38 | 13 | 41 | 12 | 39 | 18 |
| 26 | 3 | 39 | 2 | 38 | 3 | 40 | 5 | 43 | 5 |
| 23 | 8 | 18 | 15 | 17 | 9 | 21 | 13 | 28 | 4 |
| - | - | - | - | - | - | 4 | 1 | 12 | 3 |
| 2 | 45 | 0 | 40 | 0 | 38 | 0 | 48 | 0 | 48 |
| 0 | 45 | 2 | 48 | 0 | 36 | 0 | 36 | 0 | 38 |
| - | - | 0 | 15 | - | - | - | - | 0 | 18 |
| 35 | 27 | 22 | 22 | 24 | 31 | 24 | 37 | 24 | 42 |
| 22 | 799 | 19 | 515 | 18 | 423 | 27 | 444 | 32 | 533 |
| 143 | 938 | 137 | 667 | 135 | 553 | 157 | 596 | 174 | 713 |
| | | | | | | 79.15% | 80.38% | | |
| 6 | 11 | 14 | 14 | 16 | 15 | 19 | 19 | 20 | 18 |
| - | - | - | - | - | - | 0 | 5 | 10 | 11 |
| 6 | 11 | 14 | 14 | 16 | 15 | 19 | 24 | 30 | 29 |
| | | | | | | 55.81% | 49.12% | | |

POST-SECONDARY PROGRAM SURVEY (CONTINUED)

FASHION

Creative Fashion
Apparel Management
Furniture Production &
Jewellery Arts Design
Watchmaking
Jewellery Repair
Commercial Ceramics

TOTAL

% of Women in Division

BUSINESS & COMMERCE

Secretarial Science
Business Administration
Residential Construction Man.
Residential Property Man.
Sales
Stenomask
Court Reporting
Word Processing
Medical Dicta-Typist

TOTAL

% of Women in Division

GRAPHIC ARTS

Printing Technician
Printing Technologist
Graphic Design

TOTAL

% of Women in Division

| NOV. 76 | | NOV.77 | | SEPT.78 | | SEPT.79 | | NOV.80 | |
|---------|-----|--------|-----|---------|-----|---------|-----|--------|-----|
| M | F | M | F | M | F | M | F | M | F |
| | | | | | | | | | |
| 8 | 74 | 5 | 78 | 5 | 99 | 9 | 104 | 11 | 106 |
| 11 | 15 | 11 | 24 | 5 | 29 | 6 | 25 | 7 | 36 |
| 26 | 10 | 35 | 5 | 36 | 3 | 48 | 3 | 46 | 10 |
| 17 | 26 | 17 | 24 | 13 | 28 | 15 | 32 | 17 | 30 |
| 25 | 6 | 31 | 6 | 35 | 7 | 47 | 11 | 40 | 5 |
| - | - | 1 | 0 | 2 | 0 | 1 | 2 | 3 | 4 |
| - | - | - | - | - | - | 0 | 7 | 3 | 18 |
| 87 | 131 | 100 | 137 | 96 | 166 | 126 | 184 | 127 | 209 |
| | | | | | | 59.35% | | 62.20% | |
| | | | | | | | | | |
| 1 | 113 | 4 | 132 | 1 | 137 | 4 | 132 | 3 | 145 |
| 225 | 101 | 218 | 131 | 216 | 154 | 232 | 180 | 260 | 187 |
| 24 | 1 | 33 | 0 | 34 | 1 | 32 | 1 | 12 | 0 |
| 12 | 16 | 15 | 4 | 16 | 4 | 19 | 6 | 21 | 9 |
| 2 | 0 | 3 | 1 | - | - | 4 | 0 | 2 | 0 |
| - | - | 0 | 10 | 0 | 7 | 1 | 9 | 0 | 8 |
| 2 | 14 | 0 | 7 | 1 | 27 | 2 | 29 | 0 | 12 |
| - | - | - | - | - | - | 0 | 11 | 1 | 38 |
| - | - | - | - | 0 | 3 | 0 | 2 | 0 | 3 |
| 266 | 245 | 273 | 285 | 268 | 333 | 294 | 370 | 299 | 402 |
| | | | | | | 55.72% | | 57.35% | |
| | | | | | | | | | |
| - | - | - | - | - | - | - | - | 14 | 1 |
| 105 | 9 | 106 | 13 | 120 | 15 | 114 | 12 | 106 | 16 |
| 69 | 70 | 80 | 67 | 71 | 74 | 94 | 98 | 109 | 139 |
| 174 | 79 | 186 | 80 | 191 | 89 | 208 | 110 | 229 | 156 |

34.59% 40.52%

GEORGE BROWN COLLEGE

COMPARISON - MEN - WOMEN - 1976 TO 1980

* (Includes Fee-payers)

MANPOWER OR TUITION SHORT PROGRAMS

COMMUNITY SERVICES

Nursery Aide
Basic Job Readiness Training
Orientation to Homemakers
Industrial Orientation
Rehab. through Education

ACADEMIC UPGRADING

Level I
Level II
Level III
Level IV

HOSPITALITY

Baking Techniques
Retail Meat Cutting
Hotel Front Office Reception
Dining Room Services
Food Preparation - Basic
- Advanced
Bartending
Fast Food Supervisor

FASHION

Apparel Pattern Drafting
Dressmaking
Industrial Power Sewing
Fur, Leather & Suede
Furniture Refinishing & Repair
Furniture Upholstery
Jewellery Precious Metal
Grinding

ARCHITECTURAL

Drafting
Oil Burner Servicing
Heating Technician
Gas Fitter
Refrigeration & Air Cond.
Building Mechanical Maint.
Appliance Servicing

| Nov. 76 | | Nov. 77 | | Sept. 78 | | Sept. 79 | | Nov. 80 | |
|---------|----|---------|-----|----------|-----|----------|-----|---------|-----|
| M | F | M | F | M | F | M | F | M | F |
| | | | | | | | | | |
| 1 | 25 | 1 | 25 | 0 | 36 | 1 | 35 | 1 | 24 |
| - | - | 15 | 30 | 14 | 23 | 14 | 22 | 10 | 30 |
| - | - | 0 | 16 | - | - | - | - | - | - |
| - | - | 25 | 14 | 11 | 12 | 13 | 9 | 19 | 16 |
| - | - | - | - | 17 | 12 | - | - | - | - |
| - | - | 17 | 11 | 6 | 6 | 10 | 5 | 5 | 4 |
| - | - | 63 | 51 | 47 | 54 | 68 | 61 | 38 | 46 |
| - | - | 111 | 111 | 155 | 120 | 172 | 155 | 153 | 153 |
| - | - | 16 | 6 | 64 | 45 | 43 | 35 | 30 | 31 |
| 10 | 6 | 5 | 7 | 15 | 10 | 15 | 22 | 18 | 19 |
| 33 | 0 | 20 | 1 | 44 | 0 | 28 | 3 | 24 | 1 |
| 7 | 11 | 6 | 9 | 8 | 11 | 10 | 13 | 5 | 15 |
| | | 5 | 5 | 9 | 7 | 9 | 5 | 8 | 5 |
| 25 | 10 | 16 | 14 | 39 | 28 | 29 | 24 | 30 | 12 |
| - | - | - | - | - | - | - | - | 13 | 6 |
| 14 | 4 | 10 | 4 | 17 | 5 | 29 | 15 | 27 | 26 |
| - | - | - | - | - | - | - | - | - | - |
| 9 | 29 | 4 | 22 | 3 | 37 | 4 | 28 | 0 | 26 |
| 0 | 20 | 0 | 21 | 0 | 24 | 1 | 17 | 0 | 24 |
| 0 | 66 | 0 | 46 | 1 | 48 | 2 | 41 | 1 | 39 |
| 6 | 10 | 5 | 7 | 11 | 8 | 8 | 8 | 5 | 13 |
| 12 | 10 | 20 | 4 | 20 | 9 | 23 | 10 | 21 | 5 |
| 38 | 14 | 38 | 12 | 55 | 19 | 40 | 17 | 44 | 18 |
| - | - | - | - | 11 | 9 | 4 | 5 | 5 | 6 |
| 30 | 9 | 11 | 5 | 32 | 13 | 31 | 12 | 28 | 12 |
| 18 | 0 | 18 | 0 | 24 | 0 | 13 | 0 | - | - |
| 13 | 0 | 14 | 0 | 15 | 0 | 14 | 0 | 20 | 0 |
| 15 | 0 | 12 | 0 | 20 | 0 | 32 | 1 | 46 | 0 |
| 51 | 0 | 51 | 1 | 53 | 1 | 54 | 0 | 61 | 0 |
| - | - | - | - | - | - | 5 | - | - | - |
| 54 | 5 | 49 | 2 | 49 | 1 | 22 | 0 | 53 | 0 |

MANPOWER PROGRAMS SURVEY - COMPARISON

ARCHITECTURAL (continued)

Stationary Engineering
Carpentry General
Survey Assistant
Painting & Decorating
Masonry
Mechanical Eng. Drafting
Drafting (Process Piping)

| NOV. 76 | | NOV. 77 | | SEPT. 78 | | SEPT. 79 | | NOV. 80 | |
|---------|---|---------|---|----------|---|----------|---|---------|---|
| M | F | M | F | M | F | M | F | M | F |
| 40 | 0 | 55 | 0 | 62 | 0 | 57 | 0 | 55 | 1 |
| 40 | 6 | 36 | 4 | 67 | 2 | 58 | 4 | 58 | 6 |
| 10 | 3 | 11 | 1 | 6 | 1 | - | - | - | - |
| - | - | - | - | - | - | - | - | - | - |
| - | - | - | - | 11 | 0 | 13 | - | - | - |
| 7 | 0 | - | - | 14 | 1 | 17 | 3 | 17 | 4 |
| 15 | 1 | - | - | - | - | - | - | - | - |

ELECTRO-MECHANICAL

Plastics
Machine Shop Practice
Welder Fitter
Instrumentation Mechanic
Industrial Electronics Cont.
Electronics - Basic Skills
Audio Equipment & Systems
Digital Equipment & Systems
Electronics - Radio, Hi-Fi
Business Equipment Servicing
Radio & Television Receiving

| | | | | | | | | | |
|----|---|----|---|-----|---|-----|---|-----|---|
| 18 | 1 | 10 | 0 | 5 | 2 | 10 | 2 | 11 | - |
| 32 | 0 | 27 | 1 | 40 | 2 | 43 | 1 | 55 | 3 |
| 80 | 1 | 71 | 1 | 103 | 5 | 100 | 2 | 102 | 3 |
| - | - | 14 | 0 | 26 | 0 | 32 | 0 | 17 | 1 |
| - | - | - | - | - | - | 18 | 1 | 16 | 0 |
| - | - | - | - | - | - | - | - | 1 | - |
| - | - | - | - | 10 | 1 | 12 | 2 | 29 | 2 |
| - | - | - | - | 12 | 1 | 36 | 3 | 79 | 9 |
| 88 | 5 | 54 | 2 | 17 | 0 | 21 | 0 | 13 | 0 |
| 28 | 1 | 43 | 3 | 33 | 3 | 26 | 1 | 30 | 2 |
| - | - | - | - | 42 | 3 | - | - | - | - |

BUSINESS & COMMERCE

Dicta Typist
Stenographer General
Bookkeeping Clerk
Clerk-Typist (30 weeks)
Accounting Assistant
Commercial Refresher
Clerk-Typist (40 Weeks)
Bookkeeping Typist
Data Entry Operator
Secretary Machine Tapes
Secretary - Shorthand
Accounting Clerk

| | | | | | | | | | |
|----|-----|----|-----|----|-----|----|-----|----|-----|
| 0 | 23 | 0 | 11 | 1 | 16 | 0 | 9 | - | - |
| 0 | 117 | 0 | 60 | 0 | 62 | 0 | 32 | 0 | 6 |
| 6 | 40 | 10 | 52 | 20 | 42 | 23 | 81 | 2 | 9 |
| 0 | 204 | 1 | 120 | 1 | 190 | 2 | 131 | 2 | 134 |
| - | - | - | - | - | - | - | - | 2 | 0 |
| 0 | 45 | 0 | 13 | 1 | 26 | 0 | 19 | 0 | 11 |
| - | - | - | - | - | - | - | - | 0 | 21 |
| - | - | - | - | - | - | - | - | 12 | 79 |
| 0 | 58 | 0 | 17 | 2 | 45 | 1 | 48 | - | 74 |
| - | - | - | - | - | - | - | - | - | 3 |
| - | - | - | - | - | - | - | - | - | 25 |
| 37 | 66 | 26 | 42 | 21 | 24 | 7 | 11 | 4 | 1 |

T.I.B.I.

Basic Post Office
Building Custodian
Straight Truck Driver
Tractor Trailer Driver

| | | | | | | | | | |
|----|---|----|---|----|---|----|---|----|---|
| - | - | 21 | 0 | 18 | 0 | 11 | 0 | 16 | 1 |
| - | - | 9 | 0 | 11 | 1 | 8 | 0 | - | - |
| 20 | 1 | 8 | 1 | 19 | 1 | 28 | 2 | - | - |
| 43 | 1 | 28 | 0 | 30 | 1 | 39 | 3 | 27 | 1 |

MANPOWER PROGRAMS SURVEY - COMPARISON

GRAPHIC ARTS

Screen Process Printing
Offset Printing
Commercial Art
Signwriting

| NOV. 76 | | NOV. 77 | | SEPT. 78 | | SEPT. 79 | | NOV. 80 | |
|---------|----|---------|----|----------|----|----------|----|---------|----|
| M | F | M | F | M | F | M | F | M | F |
| 11 | 8 | 10 | 6 | 11 | 11 | 10 | 11 | 8 | 10 |
| 51 | 8 | 44 | 11 | 48 | 9 | 55 | 15 | 43 | 8 |
| 22 | 20 | 27 | 10 | 19 | 25 | 22 | 21 | 7 | 15 |
| 18 | 10 | 14 | 6 | 25 | 13 | 29 | 9 | 25 | 15 |

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GEORGE BROWN COLLEGE

COMPARISON MEN-WOMEN - 1977 TO 1980

APPRENTICESHIP

| | NOV. 77 | | SEPT.78 | | SEPT.79 | | OCT.80 | |
|----------------------------------|---------|----|---------|----|---------|----|--------|----|
| | M | F | M | F | M | F | M | F |
| Baker | 10 | 6 | 15 | 4 | 16 | 4 | 16 | 1 |
| Cook Training | 57 | 9 | 62 | 5 | 45 | 11 | 41 | 11 |
| Retail Meat Cutter | 6 | 0 | 6 | 1 | 1 | 0 | - | - |
| Barber | 5 | 16 | 10 | 11 | 9 | 9 | 4 | 16 |
| Hairdresser | 8 | 18 | 12 | 20 | 5 | 23 | 1 | 24 |
| Watch Repair | 3 | 0 | - | - | - | - | - | - |
| Drywall & Acoustics Mechanic | 4 | 0 | 8 | 0 | 10 | 0 | 8 | 0 |
| Brick and Stone Mason | 48 | 0 | 24 | 0 | 23 | 0 | 30 | 0 |
| Plumber | 68 | 0 | 70 | 0 | 68 | 0 | 57 | 1 |
| Refrigeration & Air Conditioning | 34 | 0 | 33 | 0 | 38 | 0 | 39 | 0 |
| Sheet Metal Worker | 49 | 0 | 46 | 0 | 35 | 0 | 37 | 0 |
| Steam Fitter | 34 | 0 | 37 | 0 | 32 | 0 | 38 | 0 |
| Glazier & Metal Mechanic | 9 | 0 | 16 | 0 | 14 | 0 | 16 | 0 |
| Sprinkler & Fire Protection | 38 | 0 | 14 | 0 | 18 | 0 | 8 | 0 |
| General Carpentry | 59 | 0 | 63 | 0 | 51 | 0 | 41 | 0 |
| Electrical | 139 | 0 | 117 | 0 | 118 | 1 | 124 | 1 |
| Industrial Electronic Control | 32 | 0 | 28 | 0 | 23 | 0 | 26 | 0 |
| Ironworker | 32 | 0 | 44 | 0 | 38 | 0 | 32 | 0 |
| Machinist | 39 | 0 | 35 | 0 | 39 | 0 | 42 | 0 |
| Millwright | 96 | 0 | 99 | 0 | 90 | 0 | 104 | 0 |
| Tool & Die Maker | 19 | 0 | 19 | 0 | 34 | 0 | 38 | 0 |
| Fitter Structural Steel Plate | 11 | 0 | 9 | 0 | 11 | 0 | 18 | 0 |
| TOTAL | 800 | 49 | 767 | 41 | 718 | 48 | 720 | 54 |

GEORGE BROWN COLLEGE

SKILL TRAINING GRADUATES - APRIL 1, 1979 TO MARCH 31, 1980

| | <u>FEMALE GRADS.</u> | <u>MALE GRADS.</u> | <u>TOTAL</u> | <u>% OF FEMALE GRADS</u> |
|--------------------------------------|----------------------|--------------------|--------------|----------------------------------|
| <u>T.I.B.I.</u> | | | | |
| Building Custodian | 1 | 32 | 33 | 3.03% |
| Straight Truck Driver | 19 (3 fee-pay) | 213 | 232 | 8.19% |
| Tractor Trailer Driver | 14 (6 fee-pay) | 465 | 479 | 2.92% |
| <u>HOSPITALITY</u> | | | | |
| Baking | 13 | 25 | 38 | 34.21% |
| Bartending | 26 (7 fee-pay) | 37 | 63 | 41.27% |
| Dining Room Service | 15 (3 fee-pay) | 23 | 38 | 39.47% |
| Food Preparation - Basic | 26 (9 fee-pay) | 50 | 76 | 34.21% |
| - Advanced | 21 (5 fee-pay) | 25 | 46 | 45.65% |
| Hotel Front Office | 31 (11 fee-pay) | 19 | 50 | 62.0% |
| Retail Meat Cutting | 3 (1 fee-pay) | 66 | 69 | 4.35% |
| <u>FASHION</u> | | | | |
| Furniture Woodworking & Finishing | 13 | 22 | 35 | 37.14% |
| Jewellery Metal Grinding & Polishing | 13 (1 fee-pay) | 14 | 27 | 48.15% |
| Fur, Leather and Suede | 4 | 10 | 14 | 28.57% |
| Furniture Upholstery | 12 | 47 | 59 | 20.34% |
| <u>GRAPHIC ARTS</u> | | | | |
| Offset Printing | 17 | 42 | 59 | 28.81% |
| Screen Process Printing | 9 (1 fee-pay) | 9 | 18 | 50.00% |
| Signwriting | 8 | 11 | 19 | 42.11% |
| <u>ELECTRO-MECHANICAL</u> | | | | |
| Audio Equipment and Systems | 4 | 12 | 16 | 25.00% |
| Business Equipment Servicing | 1 | 13 | 14 | 7.14% |
| Digital Equipment Systems | 2 (1 fee-pay) | 22 | 24 | 8.33% |
| Industrial Electronics Control | 1 | 35 | 36 | 2.78% |
| Instrumentation Mechanic | 0 | 32 | 32 | .0% |
| Machine Shop | 3 | 36 | 39 | 7.69% |
| Plastics | 4 | 24 | 28 | 14.29% |
| Radio, Hi-Fi & T.V. Servicing | 1 | 17 | 18 | 5.56% |
| Welder Fitter | 3 | 83 | 86 | 3.49% |

PLACEMENT REPORT (CONTINUED)

| | <u>FEMALE GRADS.</u> | <u>MALE GRADS</u> | <u>TOTAL</u> | <u>% OF FEMALE GRADS</u> |
|----------------------------------|----------------------|-------------------|--------------|------------------------------|
| <u>ARCHITECTURAL</u> | | | | |
| Appliance Servicing | 0 | 53 | 53 | 0% |
| Building Mechanical Maint. | 0 | 7 | 7 | 0% |
| Carpentry | 0 | 71 | 71 | 0% |
| Drafting | 6 (2 fee-pay) | 19 | 25 | 24.00% |
| Gas Fitter | 2 (1 fee-pay) | 34 | 36 | 5.56% |
| Heating Technician | 0 | 12 | 12 | 0% |
| Masonry | 0 | 23 | 23 | 0% |
| Mechanical Eng. Drafting | 0 | 7 | 7 | 0% |
| Oil Burner Servicing | 0 | 36 | 36 | 0% |
| Painting and Decorating | 0 | 11 | 11 | 0% |
| Refrigeration & Air Conditioning | 0 | 53 | 53 | 0% |
| Stationary Engineering | 2 | 76 | 78 | 2.56% |
| Survey Assistant | 1 | 2 | 3 | 33.3% |

